Commission Assistant		С	omparative	Data (Sec.	1614.705)	
Complaint Activity 29 CFR §1614.704 (a), (b), and (c)			Previous	Fiscal Year	Data	
25 CFK 91014.704 (a), (b), and (c)	2017	2018	2019	2020	2021	2022
Number of Complaints Filed	197	194	159	177	106	136
Number of Complainants	187	184	151	168	98	132
Repeat Filers	10	9	10	14	10	4

Complaints by Basis		C	omparative	Data (Sec.	1614.705)	
29 CFR §1614.704 (d)			Previous	Fiscal Year	Data	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2017	2018	2019	2020	2021	2022
Race	76	56	62	64	39	48
Color	7	5	6	3	1	7
Religion	5	7	3	3	2	8
Reprisal	79	90	62	85	47	54
Sex	58	52	53	41	25	36
Pregnancy Discrimination Act	0	0	0	0	1	0
National Origin	4	9	8	11	5	5
Equal Pay Act	1	1	0	0	0	0
Age	43	46	44	41	28	35
Disability	116	109	80	100	47	66
GINA	0	0	1	0	0	1
Non-EEO basis	0	0	0	0	0	0

Complaints by Issue		Co	omparative	Data (Sec.	1614.705)	
29 CFR §1614.704 (e)			Previous	Fiscal Year	Data	
Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.	2017	2018	2019	2020	2021	2022
Appointment/Hire	6	6	4	8	3	4
Assignment of Duties	11	10	16	12	4	
Awards	4	1	0	0	0	
Conversion to Full-time	0	0	0	0	0	
Disciplinary Action	·	·	•			
Demotion	0	1	4	2	1	
Reprimand	5	8	9	9	5	
Suspension	9	4	8	4	0	
Removal	6	9	14	9	1	
Warning	15	19	11	18	7	1
Duty Hours	0	1	0	4	0	
Performance Evaluation/Appraisal	11	15	18	19	17	1
Examination/Test	0	0	0	0	0	
Harassment	•					
Non-Sexual	99	111	83	100	54	8:
Sexual	5	10	2	7	3	
Medical Examination	0	0	0	0	0	
Pay (Including Overtime)	11	4	6	7	1	
Promotion/Non-Selection	26	26	21	31	14	1
Reassignment	•	•				
Denied	2	2	3	0	3	
Directed	5	13	8	1	3	,
Reasonable Accommodation Disability	53	41	38	44	17	2
Reinstatement	0	0	0	0	0	
Religious Accommodation	0	0	1	0	0	
Retirement	4	3	6	4	5	
Sex-Stereotyping	0	0	0	0	0	
Telework	4	5	6	7	0	
Termination	12	20	8	20	15	
Terms/Conditions of Employment	4	6	0	4	1	
Time and Attendance	21	16	15	28	10	2
Training	10	5	10	6	4	
Other*	43	12	0	11	8	

Processing Time		Co	omparative	Data (Sec. :	1614.705)	
29 CFR §1614.704(f)			Previous	Fiscal Year	Data	
The average length of time it has taken an agency to complete, respectively, investigation an final action for:	2017	2018	2019	2020	2021	2022
Complaints pending (for any length of time) during fiscal yea	r			•		
Average number of days in investigation stage	131.0	143.0	120.9	116.1	108.4	177.8
Average number of days in final action stage	574.3	626.5	740.7	810.1	91.9	95.1
Complaints pending during fiscal year where hearing was req	uested					
Average number of days in investigation stage	216.2	194.4	187.6	179.2	175.4	337.8
Average number of days in final action stage	7	4	6	11	6.2	13.3
Complaints pending during fiscal year where hearing was not	requested					
Average number of days in investigation stage	216.0	203.7	201.9	203.5	202.3	224.0
Average number of days in final action stage	117	129	244	305	177.6	176.9

Complaints Dismissed by Agency		С	omparative	Data (Sec.	1614.705)	
. , , , ,			Previous	Fiscal Year	Data	
29 CFR §1614.704 (g)	2017	2018	2019	2020	2021	2022
Total Complaints Dismissed by Agency	32	45	38	43	27	32
Average days pending prior to dismissal	40	46.44	63.3	30.5	46.96	42

Complaints Withdrawn by Complainants		C	omparative	Data (Sec.	1614.705)					
	Previous Fiscal Year Data									
29 CFR §1614.704 (h)	2017	2018	2019	2020	2021	2022				
Total Complaints Withdrawn by Complainants	18	14	10	13	16		9			

Total Final Actions Finding Discrimination					С	omparative Data (S Previous Fiscal Y		5)				
29 CFR §1614.704 (i)	20	17	20	18		2019	2020		2021		20	22
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1	100%	2	100%	5	100%	2	100%	5	100%	4	100%
Without Hearing	0	0%	1	50%	2	40%	1	50%	5	100%	1	25%
With Hearing	1	100%	1	50%	3	60%	1	50%	0	0%	3	75%

Findings of Discrimination Rendered by Basis 29 CFR §1614.704 (j)(1)					С	omparative Data (S Previous Fiscal Y		5)				
Note: Complaints can be filed alleging multiple bases.	20	17	20	018 2019			2020		2021		202	22
The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1	100%	1	100%	5	100%	2	100%	5	100%	4	100%
Race	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Color	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Religion	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reprisal	0	0%	0	0%	2	40%	1	50%	2	40%	1	25%
Sex	0	0%	0	0%	1	20%	0	0%	0	0%	2	50%
Pregnancy Discrimination Act	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
National Origin	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Equal Pay Act	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Age	0	0%	0	0%	0	0%	0	0%	0	0%	1	25%
Disability	1	100%	1	100%	2	40%	1	50%	4	80%	3	75%
GINA	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Non-EEO	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

Findings of Discrimination Rendered by Basis 29 CFR §1614.704 (j)(2)		Comparative Data (Sec. 1614.705) Previous Fiscal Year Data										
Note: Complaints can be filed alleging multiple bases.	20	17	20	18		2019	20:	20	2021		2022	
The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Findings Without Hearing	0	0%	1	100%	2	100%	1	100%	5	100%	1	100%
Race	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Color	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Religion	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reprisal	0	0%	0	0%	1	50%	0	0%	2	40%	0	0%
Sex	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Pregnancy Discrimination Act	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
National Origin	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Equal Pay Act	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Age	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Disability	0	0%	1	100%	1	50%	1	100%	4	80%	1	100%
GINA	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Non-EEO	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

Findings of Discrimination Rendered by Basis 29 CFR §1614.704 (j)(3)	Comparative Data (Sec. 1614.705) Previous Fiscal Year Data											
Note: Complaints can be filed alleging multiple bases.	20)17	20)18		2019	20	20	2021		202	22
The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Findings After Hearing	1	100%	1	100%	5	100%	1	100%	0	0%	3	100%
Race	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Color	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Religion	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reprisal	0	0%	0	0%	1	33%	1	100%	0	0%	1	33%
Sex	1	100%	0	0%	1	33%	0	0%	0	0%	2	67%
Pregnancy Discrimination Act	1	100%	0	0%	0	0%	0	0%	0	0%	0	0%
National Origin	1	100%	0	0%	0	0%	0	0%	0	0%	0	0%
Equal Pay Act	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Age	0	0%	0	0%	0	0%	0	0%	0	0%	1	33%
Disability	1	100%	0	0%	1	33%	0	0%	0	0%	2	67%
GINA	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Non-EEO	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

					C	omparative Data (Se	ec. 1614.705)					
Findings of Discrimination Rendered by Issue						Previous Fiscal Y	ear Data					
29 CFR §1614.704 (k)(1)	20	17	20	18		2019	202	0	2021		20	22
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0	0%	0	0%	0	0%	2	100%	5	100%	4	100%
Appointment/Hire	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Assignment of Duties	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Awards	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Conversion to Full-time	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Disciplinary Action												
Demotion	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reprimand	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Suspension	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Removal	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Warning	0	0%	0	0%	0	0%	0	0%	1	20%	0	0%
Duty Hours	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Evaluation Appraisal	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Examination/Test	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Harassment							•					l-
Non-Sexual	0	0%	0	0%	0	0%	0	0%	1	20%	1	25%
Sexual	0	0%	0	0%	1	20%	0	0%	0	0%	0	0%
Medical Examination	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Pay (Including Overtime)	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Promotion/Non-Selection	0	0%	0	0%	1	20%	1	50%	0	0%	0	0%
Reassignment		l		l l					l	II.		
Denied	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Directed	0		0	0%	0	0%	0	0%	0	0%	0	0%
Reasonable Accommodation	1	100%	0	0%	3	60%	1	50%	4	80%	2	50%
Reinstatement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Religious Accommodation	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Retirement	0		0		0	0%	0	0%	0	0%	0	0%
Sex-Stereotyping	0		0		0	0%	0	0%	0	0%	0	0%
Telework	0		0		0	0%	0	0%	0	0%	0	0%
Termination	0		0		1	20%	0	0%	0	0%	1	25%
Terms/Conditions of Employment	0		0		2	40%	0	0%	0	0%	0	0%
Time and Attendance	0		0		1	20%	0	0%	0	0%	0	0%
Training	0		0		0	0%	0	0%	0	0%	0	0%
Other	0	0%	1	100%	1	20%	0	0%	0	0%	0	0%
	U	370		100/0		23/0	5	570	O	3,0	0	

					Co	omparative Data (Se	ec. 1614.705)				
Findings of Discrimination Rendered by Issue						Previous Fiscal Yo	ear Data					
29 CFR §1614.704 (k)(2)	20	17	20	18		2019	202	0	202	21	20	22
	#	%	#	%	#	%	#	%	#	%	#	%
Findings Without Hearing	0	0%	1	100%	2	100%	1	100%	5	100%	1	100%
Appointment/Hire	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Assignment of Duties	0		0		0	0%	0	0%	0	0%	0	0%
Awards	0	0%	0		0	0%	0	0%	0	0%	0	0%
Conversion to Full-time	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Disciplinary Action												
Demotion	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reprimand	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Suspension	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Removal	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Warning	0	0%	0	0%	0	0%	0	0%	1	20%	0	0%
Duty Hours	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Evaluation Appraisal	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Examination/Test	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Harassment												
Non-Sexual	0	0%	0	0%	0	0%	0	0%	1	20%	0	0%
Sexual	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Medical Examination	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Pay (Including Overtime)	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Promotion/Non-Selection	0	0%	0	0%	1	50%	0	0%	0	0%	0	0%
Reassignment												
Denied	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Directed	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reasonable Accommodation	0	0%	0	0%	2	100%	1	100%	4	80%	1	100%
Reinstatement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Religious Accommodation	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Retirement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Sex-Stereotyping	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Telework	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Termination	0	0%	0	0%	1	50%	0	0%	0	0%	0	0%
Terms/Conditions of Employment	0	0%	0	0%	1	50%	0	0%	0	0%	0	0%
Time and Attendance	0	0%	0	0%	1	50%	0	0%	0	0%	0	0%
Training	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Other	0	0%	1	100%	1	50%	0	0%	0	0%	0	0%

	Comparative Data (Sec. 1614.705)											
Findings of Discrimination Rendered by Issue 29 CFR §1614.704 (k)(3)	Previous Fiscal Year Data											
	2017		2018		2019		2020		2021		2022	
	#	%	#	%	#	%	#	%	#	%	#	%
Findings After Hearing	1	100%	0	0,1	3	100%	1	100%	0	0%	3	100%
Appointment/Hire	0	0%	0		0	0%	0	0%	0	0%	0	0%
Assignment of Duties	0		0		0	0%	0	0%	0	0%	0	0%
Awards	0	0%	0		0	0%	0	0%	0	0%	0	0%
Conversion to Full-time	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Disciplinary Action												
Demotion	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reprimand	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Suspension	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Removal	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Warning	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Duty Hours	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Evaluation Appraisal	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Examination/Test	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Harassment					•		•					
Non-Sexual	0	0%	0	0%	0	0%	0	0%	0	0%	1	33%
Sexual	0	0%	0	0%	1	33%	0	0%	0	0%	0	0%
Medical Examination	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Pay (Including Overtime)	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Promotion/Non-Selection	0	0%	0	0%	0	0%	1	100%	0	0%	0	0%
Reassignment				•	•		•		•			
Denied	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Directed	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reasonable Accommodation	1	100%	1	100%	1	33%	0	0%	0	0%	1	33%
Reinstatement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Religious Accommodation	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Retirement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Sex-Stereotyping	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Telework	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Termination	0	0%	0	0%	0	0%	0	0%	0	0%	1	33%
Terms/Conditions of Employment	0	0%	0		1	33%	0	0%	0	0%	0	0%
Time and Attendance	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Training	0	0%	0		0	0%	0	0%	0	0%	0	0%
Other	0	0%	0		0	0%	0	0%	0	0%	0	0%

Deading Consulaints Filed in Dunious Final Venus by	Comparative Data (Sec. 1614.705)								
Pending Complaints Filed in Previous Fiscal Years by Status29 CFR §1614.704 (I)	Previous Fiscal Year Data								
Status29 CFR 91614.704 (I)	2017	2018	2019	2020	2021	2022			
Total complaints from previous Fiscal Years	227	289	308	289	215	187			
Total Complainants	199	256	272	251	196	171			
Number complaints pending	•	•			-				
Investigation	0	0	1	2	1	0			
ROI issued, pending Complainant's action	1	2	2	0	1	0			
Hearing	169	200	199	177	138	102			
Final Action	14	38	56	48	31	28			
Appeal with EEOC Office of Federal Operations	43	49	50	62	44	57			

Complaint Investigations 29 CFR §1614.704 (m)		Comparative Data (Sec. 1614.705)							
		Previous Fiscal Year Data							
25 CFR 91814.704 (III)	2017	2018	2019	2020	2021	2022			
Pending Complaints Where Investigations Exceeds Required	7	6	Е	7	1	0			
Time Frames	,	0	3	,	1	U			